

**2013 CITY OF SAN JOSE – AEA NEGOTIATIONS (Units 41/42 and Unit 43)**  
**TENTATIVE AGREEMENT**

**UNION PROPOSAL #4 – UNION RIGHTS**

City Counterproposal:

6.5.1.1 The City agrees to deduct from the pay of each employee covered by this Agreement, while such employee is assigned to a classification included in a representation unit represented by the Union, voluntary deductions in addition to those described in Section 6.5.1, provided that the employee has submitted written authorization for such additional voluntary deductions on an appropriate Authorized Dues Deduction card to the Municipal Employee Relations Officer or designee. Such additional voluntary deductions shall continue unless the employee provides written notice to the Municipal Employee Relations Officer or designee to cease the additional voluntary deductions.

*\*This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY

 6-25-13

Alex Gurza  
Deputy City Manager

Date

FOR THE UNION

 6/25/2013

John Mukhar  
President  
AEA, IFPTE, Local 21

Date

 6/25/13

Michael Seville  
Business Representative  
IFPTE, Local 21

Date